



10 February 2021

Information circular*

To: Members of the staff at Headquarters

From: The Assistant Secretary-General for Human Resources

Subject: **Hourly wage for household employees on G-5 visas**

1. The purpose of the present circular is to inform staff members who hold a G-4 visa and employ a household employee to whom a G-5 visa has been granted of a diplomatic note received from the United States Mission to the United Nations (see annex). The note concerns changes to the minimum hourly wage to be paid to such household employees in the States of Connecticut, New Jersey and New York.
2. All new and existing contracts between domestic workers and their employers must reflect at least the minimum hourly wage established for the New York City metropolitan area.
3. In addition, the United States Mission maintains that it is not permissible to withhold from wages any amount for meals, housing or other expenses, such as the provision of medical care, medical insurance or travel, as set out in diplomatic note HC-59-(S)-14, dated 3 July 2014.¹

* The present circular, which will be in effect until further notice, supersedes circular [ST/IC/2019/21](#) and annex IV to circular [ST/IC/2020/11](#).

¹ Available at <https://usun.usmission.gov/wp-content/uploads/sites/296/229759.pdf>.



Annex**Diplomatic note dated 11 January 2021 from the United States Mission to the United Nations addressed to the Secretariat**

The United States Mission to the United Nations has the honour to refer to its circular diplomatic note HC-01-(S)-20, dated 13 January 2020 (available at <https://usun.state.gov/6659>), regarding the employment of domestic workers who are in the United States in non-immigrant G-5 status. The Secretariat will note that, for all hours worked, such domestic workers must be paid the greater of the minimum wage under United States federal or state law or the wage in the specific location (city and state) of the residence where the domestic worker is employed.

The United States Mission wishes to inform the Secretariat that, according to article 19 of the New York State Labor Law, all employees in New York State, including domestic workers, must be paid at least the applicable hourly wage rate. The minimum wage requirement for the City of New York has been \$15 per hour since 31 December 2019. Effective 31 December 2020, the updated minimum wage rate for Long Island and Westchester is \$14 and the remainder of New York State is \$12.50 for each hour worked. The current minimum wage rate for employers in the State of New York may be found at the New York State Department of Labor website (www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm).

In accordance with the New Jersey State Wage and Hour Law (34:11-56a4(c)), effective 1 January 2021 and ending 31 December 2021, the State of New Jersey has updated its minimum wage to \$11.10 for each hour worked for employers with less than six employees. The current minimum wage rate and further information on scheduled increases may be found at the New Jersey Department of Labor and Workforce Development website (www.nj.gov/labor/wagehour/wagehour_index.html).

In accordance with Connecticut General Statute 31-58, as amended by Public Act 19-4, effective 1 September 2020, the Connecticut Department of Labor has increased its minimum wage to \$12 for each hour worked. Public Law 19-4 includes additional future increases in the minimum wage rate, including a scheduled increase to \$13 per hour effective 1 August 2021. The current minimum wage rate and further information on scheduled increases may be found at the Connecticut Department of Labor website (www.ctdol.state.ct.us/wgwkstnd/wage-hour/pay002.htm).

Therefore, domestic workers employed in residences in the State of New York, the State of New Jersey and the State of Connecticut must be paid in accordance with the local minimum wage rates noted above. In addition, all new contracts between domestic workers and their employers must reflect the updated wage amounts and all existing contracts already in effect must be amended to reflect the updated wage amounts, with the changes initialled by both the domestic worker and the employer.
